



*South Hill, VA July, August, September 2006*

# *Employer Quarterly Newsletter*

*In July 2005, the South Hill Virginia Employment Commission Workforce Center was recognized by the Virginia Workforce Council for meeting all criteria to qualify for Tier I Certification. That acknowledgement reflects a level of service to both employers and job seekers that meet standards set by the Department of Labor.*

*I am pleased to report that once again, our Center has been recognized for achieving a higher standard of service and on July 20, 2006, was awarded Tier II Certification. This achievement identifies that financial, operational, performance measurement, and service delivery standards have all been met.*

*I encourage employers to call or visit our office so that we can explain the services*

*that are offered at no cost. They include: labor market information, posting of job openings and referral of qualified job seekers, unemployment insurance and tax services, use of conference room, video/DVD resource library, and incentives for hiring targeted groups of workers. If you prefer, a representative will be happy to visit your worksite to discuss our services. For those employers who already utilize our services, all of us here at the VEC Workforce Center appreciate that opportunity and look forward to continued service to you.*

*Carolyn Leslie, Manager  
Virginia Employment Commission  
Workforce Center*

## **BUSINESS HOURS / LOCATION**

### **Lobby Hours:**

**8:30am - 4:30pm  
M, T, Th, F  
9:00am - 4:30pm  
Wednesday**



### **Hours of Operation:**

**8:00am - 5:00pm  
Monday - Friday**

**Virginia Employment Commission,  
910 North Mecklenburg Avenue, South Hill  
Look for our Virginia Workforce Center sign.  
You may reach us at (434) 447-7103**

## **Unemployment Rates as of June 2006**

### **Civilian Labor Force**

Mecklenburg Co. (13,067)  
Brunswick Co. (6,312)

Virginia	3.3%
Mecklenburg Co.	5.2%
Brunswick Co.	5.4%
United States	4.8%



employment laws assistance  
for workers & small businesses



## U.S. Department of Labor

**new @ elaws**

The elaws Advisors are interactive e-tools that provide easy-to-understand information about a number of federal employment laws. Each Advisor simulates the interaction you might have with an employment law expert. It asks questions and provides answers based on responses given.

Both employees and employers can benefit from elaws. Choose from one of the topics listed to find an elaws Advisor of interest to you.

If you are a business interested in finding information about major DOL employment laws that may apply to your business, visit the [FirstStep Employment Law Advisor](#).

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\*Updates to the [USERRA Advisor](#) reflecting new USERRA Regulations issued December 19, 2005.

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\*[REALifelines Advisor](#)  
Helps wounded and injured service members and veterans access valuable online resources and contact information for one-on-one employment assistance to help them transition into the civilian workforce.

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**The VEC Workforce Center has compiled an extensive library of videos and DVDs for employers to use as a resource in staff-development of supervisory and front line staff.**

**Some of the subjects include:**

- **Supervising for Quality**
- **A Positive Approach to Discipline**
- **The Art of Resolving Conflicts in the Workplace**
- **Hiring Success – A step-by-step guide**
- **How Supervisors Should Appraise Employee Performance**
- **.....and more**

**Free**



Call us to fax  
a complete  
list to you.

434-447-7103

**\*Funding for this library is made possible through the South Central Workforce Investment Board and the Workforce Investment Act.**



The period of April 1 through June 30 reflected that not only are there job seekers out there who need or want work; there are employers who have openings to fill!

The Virginia Employment Commission Workforce Center recorded 2,668 walk-in visits to our office. Those visiting sought a variety of services: Job Search assistance, Unemployment Insurance, Trade Act, WIA, use of ALEX and the Resource Room, Veteran's services, etc.

The Center:

- \* Posted 180 job orders from employers resulting in 220 job openings;
- \* Registered and/or renewed 1,260 job seeker files;
- \* Made 1,737 referrals to job orders listed with VEC offices from across the State;
- \* Recorded 396 obtained employments as a result of our service.

## Employers Learn about Payment of Wage Law

The Virginia Employment Commission hosted its' bi-monthly Employer Advisory Committee (EAC) meeting on Wednesday, July 19, 2006 at Brian's Steak House. Wendy Inge, a Law Investigator with the Va. Dept. of Labor and Industry addressed the group and spoke briefly on the laws her Central Division administers. Her focus; however, was on the Payment of Wage Law. When does an employer have to give an employee his/her last check? Can an employer reduce a worker's hourly rate of pay without notice? Can an employee be charged if he/she is responsible for damages? These were just some of the topics she addressed. Those employers who attended had an opportunity to ask questions, present real-life scenarios and get answers first-hand from an expert in the field.

*If you would like to be a part of the EAC, please call Carolyn Leslie at (434) 447-8700 for details.*



*Debra Smiley, Chair of the EAC introduces speaker Wendy Inge of the VA Department of Labor & Industry. Over 25 employers were in attendance.*

**"It isn't the people you fire who make your life miserable, it's the people you don't."**

*—Harvey MacKay*



**You're Invited to Attend...**

**2006 Employer  
Advisory Committee  
Conference**

**Thursday, September 21, and  
Friday, September 22, 2006  
Hotel Roanoke**

Visit [www.VaEmploy.Com](http://www.VaEmploy.Com) for more  
information and to register online; or call  
Robb Whippo at (804) 786-6558.

NEW WEBSITE UNDER CONSTRUCTION



[www.wibworks.com](http://www.wibworks.com)

Check it out for information on the South Central Workforce  
Investment Board, partner contacts and  
Virginia Workforce Centers.

South Central  
Workforce Investment Board  
P. O. Box 580  
Charlotte Court House, VA 23923  
(434) 542-5871

**I**n the city that has its own star, in the  
place where the mountains touch the  
sky, there is a conference that you  
must attend.

Join us in Roanoke and learn about  
such current employment issues as  
*Employee Engagement Considerations in Employee  
Retention, Reasonable Accommodations Under the ADA-  
How Far Must Employers Go Before They Incur Undue  
Hardships? Is It Time To Revise Your Employee  
Handbook?* And more. Come prepared to  
hear nationally - known speakers,  
participate in professional  
development workshops, enjoy lively  
discussion groups, and still have time  
to network with friends and  
colleagues from around the state.

**Sponsored by:  
Virginia Employment Commission  
Employer Advisory Committee**

**“The key to successful leadership today is influence, not authority.”**

**- Ken Blanchard**